

Social

(FY)

Employees		Scope*	Unit	2018	2019	2020	2021	2022	
Number of employees by region		TOYOBO CO., LTD.	people	3,080	3,108	3,181	3,365	3,831	
		Global		9,494	9,215	10,073	10,149	10,503	
Number of employees by gender		TOYOBO CO., LTD.	people	Male	2,286	2,301	2,349	2,479	2,868
				Female	794	807	832	886	963
				Total	3,080	3,108	3,181	3,365	3,831
			Female ratio	%	25.8	26.0	26.2	26.3	25.1
Number of employees by age		TOYOBO CO., LTD.	people	10s (Ages 18 or over)	66	57	40	62	82
				20s	460	471	516	559	684
				30s	804	783	771	775	841
				40s	1,041	1,027	973	994	1,096
				Over 50s	709	770	881	975	1,128
Ratio of employees with disabilities	KPI	TOYOBO CO., LTD.	%	2.1	2.3	2.2	2.2	2.2	
Number of Management personnel		TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	Male	574	560	572	589	648
				Female	12	12	14	19	25
				Total	586	572	586	608	673
			Female ratio	%	2.0	2.1	2.4	3.1	3.7
Number of Management personnel (manager-class)		TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	Male	490	472	481	498	546
				Female	12	12	14	18	23
				Total	502	484	495	516	569
			Female ratio	%	2.4	2.5	2.8	3.5	4.0
Number of Management personnel (general manager-class)		TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	Male	84	88	91	91	102
				Female	0	0	0	1	2
				Total	84	88	91	92	104
			Female ratio	%	0.0	0.0	0.0	1.1	1.9

(FY)

Comfortable Working Environment		Scope*	Unit	2018	2019	2020	2021	2022	
Average years of service		TOYOBO CO., LTD.	Years	Male	17.4	17.3	17.5	17.1	15.1
				Female	17.6	16.6	17.1	16.7	15.3
				Total	17.4	17.1	17.4	17.0	15.2
Number of Employee turnover		TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	Male	58	82	92	106	124
				Female	33	34	34	28	35
				Total	91	116	126	134	159
Number of Voluntary turnover		TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	Male	32	58	69	70	87
				Female	9	20	27	21	14
				Total	41	78	96	91	101
Number of employees whose overtime hours exceeded 80 hours a month		TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	Non-management employees	24	25	0	0	0
				Management personnel	86	107	106	95	68
				Total	110	132	106	95	68
			Ratio	%	4.1	4.8	3.3	2.8	1.8
Overtime work hours(Ratio of employees working more than 360 hours of overtime / total number of employees)		TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	%	—	—	2.6	3.0	3.8	
Monthly average overtime hours		TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	Hours	10.0	10.3	10.1	9.4	10.4	
Ratio of taking paid leave		TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	%	66.2	68.2	72.5	64.0	72.3	
Number of employees taking childcare leave		TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	Male	1	1	50	69	58
				Female	19	24	27	30	32
				Total	20	25	77	99	90
Ratio of taking childcare leave		TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	%	Male	1.0	1.1	46.3	80.0	64.4
				Female	100	100	100	100	100
				Total	17.4	21.6	57.0	85.0	73.8
Return rate of employees from childcare leave		TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	%	Male	100	100	100	100	100
				Female	95	96	100	100	100
				Total	95	96	100	100	100

(FY)

Comfortable Working Environment		Scope*	Unit	2018	2019	2020	2021	2022
Number of employees taking short working hour program for childcare	Male	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	1	1	1	2	2
	Female			65	74	63	68	65
	Total			66	75	64	70	67
Number of employees taking telecommuting systems	Male	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	0	0	135	1,415	1,688
	Female			0	0	71	630	725
	Total			0	0	206	2,045	2,413
Number of employees taking family care leave		TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	0	1	0	0	1
Number of employees taking short working hour program for family care				0	1	0	0	2
Number of employees taking telecommuting systems for family care				0	0	0	0	0
Union membership rate				%	84.1	84.4	86.2	84.3

(FY)

Recruitment		Scope*	Unit	2018	2019	2020	2021	2022
Number of new hires	Male	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	114	134	172	277	507
	Female			65	58	62	102	130
	Total			179	192	234	379	637
	Female ratio		%	36.3	30.2	26.5	26.9	20.4
Number of mid-career hires	Male	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	52	76	108	183	371
	Female			29	19	19	43	76
	Total			81	95	127	226	447
	Female ratio		%	35.8	20.0	15.0	19.0	17.0
Number of new university graduates (technical positions)	Male	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	24	24	24	31	43
	Female			12	15	15	13	13
	Total			36	39	39	44	56
	Female ratio		%	33.3	38.5	38.5	29.5	23.2
Number of new university graduates (administrative positions)	Male	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	8	6	11	10	12
	Female			9	6	10	10	13
	Total			17	12	21	20	25
	Female ratio		%	52.9	50.0	47.6	50.0	52.0
Number of new junior college /high school graduates	Male	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	30	28	29	68	81
	Female			15	18	18	27	28
	Total			45	46	47	95	109
	Female ratio		%	33	39	38	28	25.7

(FY)

HR Development & Evaluation, Human Rights		Scope*	Unit	2018	2019	2020	2021	2022
Education hours per employee		TOYOBO CO., LTD., TOYOBO STC CO., LTD., TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	Hours	12.6	14.1	14.9	12.8	17.67
Education investment per employee	KPI		Ten thousand yen	3.8	5.6	3.7	2.4	5.0
Number of overseas core personnel trained in Japan	KPI	Global	people	—	—	20	※Canceled because of COVID-19	
Education & Training-Related Total training attendees		TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	—	—	1,564	1,558	2,269**
Education & training Total training hours			Hours	—	—	36,248	25,120	40,565**
Implementation status of human rights education and training	KPI		%	—	—	—	24.1	27.6

**Includes trainings related to women empowerment promotion from FY2022

(Year)

Safety/Prevention		Scope*	Unit	2017	2018	2019	2020	2021
Number of major accidents	KPI	Japan	Cases	0	0	0	1	0
Number of abnormal events, accidents (fire & explosion accidents)	KPI			5	5	2	1	1
Number of spill accidents	KPI			1	1	0	0	2

(Year)

Safety/Prevention	Scope*	Unit	2017	2018	2019	2020	2021
Occupational accident frequency rate (lost time) (including accidents at affiliated companies)	Japan	Lost workday injuries per million hours worked	0.71	0.74	0.31	0.70	0.42
Number of fatalities due to work-related accidents (employees)	Japan	people	0	0	0	2	0
Number of fatalities due to occupational accidents (cooperative companies(contractors))			0	0	0	0	0
Number of employees trained on safety	Japan	people	—	—	—	—	7,152
Number of employees trained on health	TOYOBO CO., LTD., TOYOBO STC CO., LTD., TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	—	—	—	—	700
ISO45001 Number of certified sites	TOYOBO CO., LTD.	site	—	—	—	—	1
Number of sites in denominator			—	—	—	—	7
Ratio of certified sites			—	—	—	—	14.3

(FY)

Quality	Scope*	Unit	2018	2019	2020	2021	2022
Number of incidents related to products	Japan	Cases	0	0	0	0	0
Implementation status of product safety and quality assurance training		%	100	100	100	80	100

(FY)

Occupational Health	Scope*	Unit	2018	2019	2020	2021	2022
Average rate of lifestyle-related diseases	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	%	33.1	34.0	36.2	36.7	35.0
Severity rate of sick leave			51.1	47.9	43.9	44.6	54.5
Smoking rate			25.4	25.7	25.0	24.6	23.2
Injury and illness allowance		Yen	19,434,872	16,081,899	26,724,497	30,843,349	27,360,253
Legal benefit cost			496,578,559	513,571,748	544,275,419	502,477,649	620,239,062

(FY)

Supply Chain	Scope*	Unit	2018	2019	2020	2021	2022
CSR Procurement Survey(conducted every other year) response ratio	TOYOBO CO., LTD.	%	—	—	—	—	93

(FY)

Data Security & Privacy	Scope*	Unit	2018	2019	2020	2021	2022
Number of instances of information security education implementations	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	Cases	—	—	17	19	23
Number of incidents (information leaks, service outages, etc.)		Cases	—	—	2	0	0

(FY)

Communication with stakeholders	Scope*	Unit	2018	2019	2020	2021	2022
Number of press releases	TOYOBO CO., LTD.	Cases	—	—	74	90	93
Number of interviews with investors		Cases	—	—	130	144	148
Number of meetings with employees and labor unions		Cases	—	—	30	14	47
Number of engagement with stakeholders		Cases	—	—	—	2	1

(FY)

Social Contributions	Scope*	Unit	2018	2019	2020	2021	2022
Social contribution expenditure	Japan	Million yen	19	30	34	28	123

* Scope

TOYOBO CO., LTD. : TOYOBO CO., LTD. only

Japan : TOYOBO CO., LTD. and domestic consolidated subsidiaries

Overseas : Overseas consolidated subsidiaries

Global : Whole Group in Japan and overseas